

## WORKPLACE PARTNERSHIP GROUP

—First Business Meeting—

Friday, December 11, 2015; 4:00 p.m.

Minneapolis City Hall – Room 333

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### 1. Call to Order

Nuria Rivera-Vandermyde called the meeting to order at 4:00 p.m. The following members were found to be in attendance:

Attending: Susie Brown; Steve Cramer; Faisal A. Mohamud Deri; Liz Doyle; Brian K. Elliott; Dayna Frank; Stephanie Gasca; Molly Glasgow; Chelsie Glaubitz Gabiou; Ron Harris; Abdirahman Kahin; Christopher Carl Pennock; Guillermo Alexander Lindsay; Tony Lacroix-Dalluhn; Wade Luneburg; Bruce Nustad; Jim Rowader; Danny Schwartzman; and Sarah Webster Norton [*See attached attendance sheet*]

The following staff members were also present: Nuria Rivera-Vandermyde; Luke Weisberg; Casey Carl; Gretchen Musicant; Peter Ginder; Susan Trammell; David Frank; Christina Kendrick; and Sasha Bergman.

### 2. Acceptance of Minutes – Orientation Session: December 3, 2015

On motion by Luneburg, the minutes of the Orientation Session conducted Thursday, December 3, 2015, were approved.

### 3. Partnership Structure & Operational Issues

#### A. Selection of Chair

Ms. Rivera-Vandermyde opened the floor to nominations of members for the position of Chair, whereupon the following members were nominated for consideration: Liz Doyle and Sarah Webster Norton.

On motion by Mr. Elliott, Liz Doyle was nominated for the position of Chair. The motion, duly seconded, carried on voice vote; whereupon, Ms. Doyle was declared to be Chair of the Workplace Partnership Group. Ms. Doyle assumed the chair.

#### B. Selection of Vice-Chair

The Chair opened the floor to nominations of members for the position of Vice-Chair, whereupon the following members were nominated: Jim Rowader and Sarah Webster Norton.

A roll call was directed on the selection of Jim Rowader to the position of Vice-Chair, as shown below—

*Yeas*: Brown; Cramer; Doyle; Harris; Deri; Frank; Lacroix-Dalluhn; Rowader; Schwartzman; Elliott; Glaubitz Gabiou (11)

Nayes: Glasgow; Lindsay; Pennock; Luneburg (4)

The motion prevailed (11-4); whereupon, Mr. Rowader was declared to be Vice-Chair of the Workplace Partnership Group.

C. Adoption of Partnership Rules

The Chair presented the draft rules, which previously had been distributed to members at the orientation session, and as further revised at the recommendation of Mr. Elliott to clarify stakeholder group representation of alternate members.

On motion by Mr. Elliott, the rules, as amended, were carried on a voice vote.

D. Operational Issues

The Chair recognized Mr. Weisberg to facilitate discussion of the following issues—

- (1) Schedule of Business Meetings
- (2) Proposed framework for community-based listening sessions
- (3) “Chunking” policy issues for consideration

Mr. Weisberg presented the following tentative timeline, which broadly encompassed a working schedule that focused research and community engagement in January 2016 with a focus on developing policy recommendations in February, all with the goal of submitting a final report to the Mayor and City Council by Monday, February 22, 2016. As part of this timeline, Mr. Weisberg noted that the use of small work groups—composed of a few members aligned around specific policy elements—would help to expedite the completion of the range of work encompassed in this charge.

Timeline	Activity	Expected Outcomes Next Steps
12/11/15 (4 - 5:30 p.m.)	WPG Business Mtg. #1	<ul style="list-style-type: none"><li>Selection of Chair &amp; Vice-Chair</li><li>Adoption of rules</li><li>Presentation on health impacts in Minneapolis</li><li>Review of proposed structure and protocols for listening sessions</li></ul>
Through 12/23	<ul style="list-style-type: none"><li>Listening Sessions (TBD)</li><li>Research issues pursued</li><li>Framing of policy elements associated with earned sick and paid time off</li></ul>	<ul style="list-style-type: none"><li>Completion of 2-3 listening sessions, if possible</li><li>Research materials provided responding to identified policy issues, as well as summary of prior public comments (Working Families Agenda)</li><li>Identify work teams to pursue specific policy elements</li></ul>
By 1/8/16	Listening sessions (TBD)	<ul style="list-style-type: none"><li>Completion of 2-3 additional listening sessions, if possible</li></ul>
1/11/16 (5:30 - 8 p.m.)	WPG Business Mtg. #2	<ul style="list-style-type: none"><li>Assessment of listening sessions</li><li>Establishment of additional listening sessions through 1/31/16</li><li>Consider policy elements – reports from small work teams (or as a whole)</li></ul>
By 1/15/16	Listening sessions and public forum for general public (TBD)	<ul style="list-style-type: none"><li>Completion of 3-4 listening sessions, including a general public forum scheduled for an evening during this week</li></ul>
1/20/16 (5:30 - 7 p.m.)	WPG check-in	<ul style="list-style-type: none"><li>Process and progress check-in to assess concerns and affirm the path forward</li></ul>

2/1/16 (11:30 a.m. - 1:30 p.m.)	WPG Business Mtg. #3	<ul style="list-style-type: none"> <li>▪ Review of data collected from all listening sessions</li> <li>▪ Assessment of policy elements under consideration to-date</li> <li>▪ Agreement on recommendation elements</li> </ul>
2/8/16 (7:30 - 9 a.m.)	WPG Business Mtg. #4	<ul style="list-style-type: none"> <li>▪ Content discussion of agreed-upon policy elements</li> </ul>
2/11/16 (3 - 5 p.m.)	WPG Business Mtg. #5	<ul style="list-style-type: none"> <li>▪ Content discussion of agreed-upon policy elements</li> </ul>
2/17/16 (7:30 - 9 a.m.)	WPG Business Mtg. #6	<ul style="list-style-type: none"> <li>▪ Agreement concluded on policy recommendations to be forwarded to City Council</li> </ul>
2/22/16	WPG Report Submitted	<ul style="list-style-type: none"> <li>▪ Final report of recommended policy elements transmitted to the Mayor and City Council</li> </ul>
2/24/16	Presentation	<ul style="list-style-type: none"> <li>▪ Presentation of recommended policy elements to the Committee of the Whole</li> </ul>

During discussion, it was recommended that the check-in tentatively scheduled for January 20, 2016, be converted to an in-person meeting and not a conference call. Staff indicated that, with the Group's permission, it would work closely with the Chair and Vice-Chair to revise and further refine the tentative timeline and to present recommendations back at a future, yet-to-be-set meeting of the entire Partnership Group. There was consensus on this direction.

The Chair called for interested members to participate in helping review, revise, and further refine the tentative timeline, with associated activities, and to develop recommendations and strategies for report back to the full membership. The following members self-identified themselves to be engaged in this scope of work, along with the Chair and Vice-Chair: Brown; Cramer; Deri; Elliott; Glasgow; Glaubitz Gabiou; Harris; Lacroix-Dalluhn; Luneburg; and Webster Norton. Staff will identify dates/times for this work group to meet and complete its assigned task.

#### 4. Presentation by Gretchen Musicant, Minneapolis Commissioner of Health

Ms. Musicant gave a presentation about paid sick leave and its effect in the City of Minneapolis, which was based on a similar presentation made before the Minneapolis City Council during a work session on October 6, 2015. A copy of the slide deck for the presentation is appended hereto for reference.

In follow-up discussion, the question was raised if residency should be a factor in recommendations on earned sick and paid time off; thus, would the Partnership limit its focus on workers who were also residents of Minneapolis, or if those policy recommendations should encompass all workers in Minneapolis, regardless of residency. The informal consensus of members was that any policy recommendations related to earned sick and paid time off should encompass all workers in Minneapolis, regardless of whether such workers were residents of Minneapolis or not. Members also requested access to the data sources behind Ms. Musicant's presentation.

Several other issues were raised and discussed, necessitating further research and follow-up by staff, as well as specific data points that were requested by members. Included among these were:

- A definition of "low-wage worker";
- Data about the Minneapolis labor force, i.e., classifications of full-time, part-time, seasonal, temporary, and other types of workers, and an analysis of that data set compared to the availability of earned sick and paid time off;
- Data on the actual use of earned sick and paid time off from industries where it is provided, including data by type/classification of worker (e.g., full-time, part-time, and other);
- Data about the number and types of workers who maintain residency outside Minneapolis;

- The ability to visually present labor data, both in composite and segregated options, which could then be geo-coded according to various filters (e.g., geographic location, inside or outside Minneapolis, by neighborhood, or zip code; employment status; educational status, etc.);
- An analysis on the potential economic impact on surrounding jurisdictions, especially those immediately adjacent to Minneapolis;
- An analysis of the quantifiable economic impact of having and not having earned sick and paid time off policies, and a contextual presentation of these outcomes by various communities (and targeted sub-set communities); and
- Data about how many businesses in Minneapolis are licensed with the City, and what are the actual numbers of businesses located in Minneapolis (not aggregated with the larger metro region).

**5. Adjournment**

With no further business to be presented, the meeting adjourned at 5:32 p.m.